

HMLA-167 COMMANDER'S PHILOSOPHY



Units do not exist without the Marines and Sailors that comprise their rolls. Accordingly, the toughest question a commander must wrestle with, when contemplating the mission at hand is; "How do I ensure that the unit contains qualified personnel to execute its mission successfully?" I believe the answer must be rooted in an ethos focused on the Marines and Sailors themselves.

I view the primary objective of Marine Corps leadership through a highly focused lens. Instead of mechanically reiterating the predominance of mission accomplishment over Marine and Sailor welfare, I feel it is important to view their relationship as fluid during sustained operations. I argue that they subtly trade the "lead sled dog" duty based on the situation. We are all Warriors! The daily battle rhythm of routine tasks and challenges is full of programs, procedures, rules, checklists, and leadership requirements (e.g. substance abuse, mentorship, sexual harassment and assault, equal opportunity, fraternization, and safety policies). We need clarity. Here are three basic concepts to provide that clarity.

The Warrior's Three Flat-Ass Rules (FARs) for the Day-to-Day Fight

- 1. Take care of each other, your families, and yourselves.** The Warriors maintain an enduring culture of excellence. HMLA-167 formed during a period of conflict in a combat environment, and we exist for that purpose. We are the consummate professionals: professional maintainers, professional aviators, professional administrators, and professional aircrew. We are more than a group of men and women fixing and flying aircraft. The value of every Warrior cannot be overstated.
 - ✓ Lead, mentor, coach, counsel, teach, and listen. Ensure every one of your fellow Warriors know you give a damn about their well-being.
 - ✓ We will focus daily on **ready families**. Married or single, your family is a part of our team. Are they ready for you to do the nation's work? Is your team at home ready if you were to leave tonight?
 - ✓ Every Warrior is critical to mission success and must maintain a constant state of readiness, enabling forward deployment at a moment's notice. Maintain your MOS proficiency and your mental and physical fitness. Constantly strive for higher qualifications and greater responsibility. Take time to balance personal and professional responsibilities.
 - ✓ PWYE!
- 2. Fix, fly, fight**
 - ✓ We will maintain **ready machines**. We will strive to maintain the highest possible state of readiness of our T/O weapon systems: AH-1W and UH-1Y attack and utility helicopters.
 - ✓ Always come to work ready to perform maintenance, train, fly, and, if need be, fight.
- 3. Ensure you are ready to deploy to any clime and place.** Warriors are ready to deploy and ready to employ. Our nation is in a steady state of uncertainty. When—not if— we receive the call, optimal readiness is mandatory. Warriors are ready as a family to pack up at a moment's notice and deploy to anywhere in the world. We must arrive when and where directed and prepared to accomplish our mission. When called, we go with what we have today, not what we plan to have tomorrow. We need packed bags, prepped aircraft and trained aircrew **now**.

Have Guns, Will Travel.....

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